

RESEARCH PAPER

Job satisfaction of workers of KERAFED Oil Complex, Karunagappally, Kollam

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ABSTRACT

The study entitled “Job satisfaction of workers of KERAFED Oil Complex, Karunagappally, Kollam” had been undertaken to examine the level of satisfaction of workers in the organisation. Ten parameters structured around Frederick Hertzberg’s Motivation-Hygiene Theory had taken for the study. The sample size of the study is 70 permanent workers along with 10 temporary workers as a control group. Satisfaction indices and percentages were used to analyze the data obtained through structured interview schedule. The satisfaction levels are categorized into five; excellent (above 80), good (61-80), moderate (41-60), poor (21-40) and very poor (upto 20). The majority of workers were married males are Hindus belonged to OBC category, aged between 41-50 years with higher secondary education and in service for 20-25 years. Most of the workers were having owned house with lands between 1-10 cents and cent per cent of the workers owned two wheelers. From the ten selected parameters, the level of satisfaction of permanent workers was excellent for the parameters viz., work hours, government policy, superiors managing ability, employee welfare activities, degree of participation and interpersonal relationship whereas three parameters viz., quality of physical environment, satisfaction with wages and retirement benefits and job security and promotional benefits were categorised as good. However the company and administrative policy was categorized as moderate. Out of ten parameters, six parameters obtained satisfaction index above the overall job satisfaction index. The overall job satisfaction index of 81 per cent for permanent workers is closer to the upper limit of the category of good may be because of the comparatively low satisfaction indices obtained for the parameters viz., company and administrative policy, quality of physical environment, satisfaction with wages and retirement benefits and job security and promotional benefits. The overall job satisfaction index of permanent workers was 81 per cent which indicates level of satisfaction as excellent whereas for temporary workers, it was 73 per cent which indicates level of satisfaction as good.

KEY WORDS : SA – Strongly Agree, A – Agree, MA – Moderately Agree, DA- Disagree, SDA – Strongly Disagree

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